

Appendix 2

Chesterfield Borough Council

Equality Impact Assessment - Full Assessment Form

Service Area: Environment
Section: Sport and Leisure
Lead Officer M Blythe

Leisure Legacy – Development of a Sport and Physical Activity Strategy

Existing

New/Proposed

AIMS AND OBJECTIVES

To provide a robust Sport and Physical Activity Strategy for the Council to drive and develop current and future community sport and leisure activity; and build infrastructure in the Chesterfield Borough to deliver on the stated local vision and priorities suitably linked to National and Regional plans and strategies for sport, physical activity and health.

Strategy benefit:

The Strategy will deliver sustainable, quality Indoor and Outdoor Sports and Leisure provision for residents and visitors to Chesterfield making it a great destination and place to live and enjoy active and healthy lifestyles. This will be achieved through use of robust strategic needs and evidence based information in the approach to future planning coupled with targeted use of funding streams arising from Section 106 and Community Investment Levy finance. Development of the strategy will include consultation with all relevant stakeholders including National Governing Bodies, Public Health and 3rd Sector community organisations.

Planned outcomes:

- Active and Healthy local Communities
- Sustainable sports facilities
- Accessible parks, greenspace and associated services
- Ensuring that Chesterfield Borough is one of the most active district\boroughs in Derbyshire and the UK generally.

A number of barriers exist for both the Council and the Community to enable these outcomes to be achieved:

- Austerity measures are placing all organisations under significant pressure to deliver and Sport and Physical activity service provision is a non statutory function. Efficiency demands may result in compromising standards in both quality and the sustainability of current and future provision.
- Partnerships with key stakeholders are often challenging due to organisations not having or losing the capacity and in some instances the retained skills to effectively commit to and support partnered initiatives
- Pressure on 3rd sector organisations creating increasing difficulties in sustaining local infrastructure
- Pressure to operate in a more commercial rather than service led culture is bringing new challenges to the philosophy and methodology adopted in delivering against increasingly challenging outcomes.

COLLECTING INFORMATION

A number of existing data sources are in place to assess the impact of the strategy

- Active People Data
- JSNA Chesterfield
- Health Inequalities Plan – Chesterfield
- Active Derbyshire Plan
- Derbyshire Plan for Sport and Active Recreation
- Chesterfield School Sports Partnership Plan
- Sport England Legacy Plan
- Sporting Futures Action Plan
- Active Chesterfield Action Plan (in development)

FURTHER ENGAGEMENT ACTIVITIES

Engagement activities undertaken to complete this EIA:

| Date | Engagement Activity | Main findings |
|---|---|--|
| January– September 2013 | Sport England CBC Planning Sites and Boundaries consultees | Statutory requirements require robust strategy development arising from best practice methodology to inform and validate future plans being put in place |
| October 2013 | NGB and Stakeholder steering group | Positional meeting to establish current provision, future plans and priorities including club consultation and engagement |
| November 2013 | NGBs Active Chesterfield Partners Community Forums | Data will inform and shape planned strategic priorities to ensure communities enjoy active lifestyles using appropriate and accessible sport and leisure provision in the borough. |
| Ongoing consultation and engagement is planned through local partnerships such as Derbyshire Sport and Active Chesterfield. | | |
| IMPACT ASSESMENT | | |

| Group or Protected Characteristic | Positive impacts | Negative impacts | Action |
|-----------------------------------|---|--|---|
| <p>Overall impact</p> | <p>The Strategy will lead the Council and partners in developing future Sport and Leisure provision in the borough supporting active and healthy community sustainability. The strategy will reflect provision catering for people of all ages and abilities.</p> | <p>May limit some income generation due to planning constraints on commercial ventures and housing development through issues such as provision or protection of greenspace.</p> <p>May require investment in some areas but disinvestment in others dependant on needs and evidence – this may impact in areas of low demand and undermine participation if consultation is not robust enough to ensure emerging trends are monitored and responded to effectively.</p> | <p>It is a requirement that the project team develops a clear strategy which moves towards increasing participation in Sport and Leisure activities, and continues to ensure focus on participation levels and investment needs.</p> <p>The Council is committed to the provision of a range of Sports and Leisure activities accessible to all. It is essential that the Council is proactive as a community leader developing and sustaining local partnerships such as Active Chesterfield and supporting the County Sports Partnership and and representation in the Public Health arena at County level.</p> <p>Evidence will be continually collected and used to ensure that provision of services is based on the needs of the community. Modern provision will need validation with some user groups comfortable with traditional approach and</p> |

| | | | |
|---|---|---|--|
| | | | provision eg facilities with unisex changing and showers etc |
| Age – including older people and younger people. | The Strategy will reflect needs and evidence collated across all age groups. | .see overall impact regarding trend monitoring. Modern accessibility issues may deter some participants eg Village Changing. | See overall mitigating actions |
| Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer. | See overall impact – CBC is committed to inclusive services. | See overall impact – provision may be compromised through challenges arising from the need to prioritise provision and expenditure in some instances relating to supply and demand. | See overall mitigating actions |
| Gender – men, women and transgender. | See overall impact – CBC is committed to inclusive services. Modern service provision should address needs. | Modern approach to accessible services may conflict with traditional views and values amongst some gender groups eg Village Changing | See overall mitigating actions |
| Marital status including civil partnership. | See overall impact | | See overall mitigating actions |

| | | | |
|--|--|---|--------------------------------|
| Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers. | See overall impact – note that Maternity services are currently being integrated in to local leisure site service provision. | Move from traditional settings and service methodology may impact on community perceptions and engagement | See overall mitigating actions |
| Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people. | See overall impact – Services are inclusive | Any move from traditional settings and service methodology may impact on community perceptions and engagement | See overall mitigating actions |
| Ethnic Groups | See overall impact – services are inclusive. | Any move from traditional settings and service methodology may impact on community perceptions and engagement | See overall mitigating actions |
| Religions and Beliefs including those with no religion and/or beliefs. | See overall impact – services are sensitive to all user religion \ beliefs | Any move from traditional settings and service methodology may impact on community perceptions and engagement | See overall mitigating actions |
| Other groups e.g. those experiencing deprivation and/or health inequalities. | See overall impact | See overall impact | See overall mitigating actions |

Does the strategy directly or indirectly discriminate against any particular group or protected characteristic?

Yes
No

What action can be taken to stop discrimination?

Please see the table above for identified mitigating actions.

RECOMMENDATIONS AND DECISION MAKING

How has the EIA helped to shape the strategy or affected the recommendation or decision?

Provides underpinning principles to the future planned inclusive development of sport and physical activity service provision in the borough. A further assessment will be required once the needs and evidence base is established and translated into the final strategic document which will drive activity plans, investment and provision 2014 – 2031. The strategy EIA will be validated in consultation with relevant stakeholders in accordance with best practice and corporate governance within the Council;

Monitoring arrangements:

The Strategy will be reviewed in accordance with any associated statutory planning requirements and aligned County and local Sports action plans and strategies As a minimum it will be reviewed as part of the annual service and budget planning process.

KNOWLEDGE MANAGEMENT AND PUBLICATION

Reviewed by Head of Service/Service Manager

Name: M Blythe

Date: 30.10.13

Reviewed by Policy Service

Name:

Date:

Final version of the EIA sent to the Policy Service

Decision information sent to the Policy Service